# CABINET AGENDA

Wednesday, October 21, 2020

**10:00 am – 11:30 am**

<table>
<thead>
<tr>
<th>Time</th>
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| 10:00 am – 10:10 am | **Welcome**  
F. King Alexander, President                                      |
| 10:10 am – 10:30 am | **Moving Forward Together**  
Edward Feser, Provost and Executive Vice President  
Charlene Alexander, Vice President and Chief Diversity Officer |

*Related documents:*
- [https://leadership.oregonstate.edu/president/moving-forward-together](https://leadership.oregonstate.edu/president/moving-forward-together)
| 10:30 am – 10:50 am | **Talent Management**  
Cathy Hasenpflug, Chief Human Resources Officer |

*Related documents:*
- Attachment 1
| 10:50 am – 11:10 am | **Title IX Update**  
Kim Kirkland, Executive Director for Equal Opportunity and Access  
Becky Bangs, Director of Equal Opportunity Investigations  
Carol Millie, Director of Student Conduct & Community Standards |

*Related documents:*
- Attachment 2
| 11:10 am – 11:30 am | **Fall Term Check-in**  
Dan Larson, Vice Provost for Student Affairs |
| 11:30 am | **Adjourn** |
Talent Management Initiative Update

Cathy Hasenpflug, CHRO
Cabinet Meeting
October 21, 2020
Talent Management Initiative Update

4-year plan supporting SP4.0 Action 19: Implement a comprehensive talent management system

Initial plan integrated recommendations from the university community, including PPLC and PCOSW

General progress since February 2020 Cabinet update

- Senior Advisory Committee formed and chartered
- Talent Management Framework and language refined
- Talent Management “ecosystem map” and inventory of current programs created
- Director Talent Acquisition hired

Senior Advisory Committee

Co-chairs
- Cathy Hasenpflug
- Susan Capalbo
- Anita Azarenko
- Andrea Ballinger
- Toni Doolen
- Dan Larson
- Roberta Marinelli
- Paul Odenthal
OSU Talent Management Framework
**Workforce Planning**
Forecasting and planning the workforce needs of the university to achieve future objectives.

**Recruitment**
Efficiently and effectively sourcing, attracting, selecting and hiring the best and most diverse talent to the university.

**Career Development & Retention**
Developing approaches for how faculty and staff grow within the university, to meet the needs for a 21st century professoriate and workforce.

**Onboarding**
Ensuring quick time to productivity for new hires and holistic integration into the OSU community to establish initial emotional engagement and influence long-term retention.

**Training and Development**
Building the skills and mindsets that current and future faculty and staff at all levels need to deliver on SP4.0.

**Performance Management**
Establishing, supporting, evaluating and rewarding the achievement of performance expectations that support the strategic mission of the university.
Talent Acquisition
Current Projects

Workforce planning
• Position Management Tool assessment (University Financial Management project/Innovation Lab)
• Commission on the 21st Century Professoriate

Recruitment
• Development and deployment of strategies to better source and attract diverse faculty and staff
• Southern Educational Regional Board (SREB) doctoral scholars program
• Introduction of formal recruitment metrics
• Introduction of Candidate Satisfaction Survey

Onboarding
• Executive Onboarding program for senior leadership
• New Faculty Orientation for Academic faculty (Faculty Affairs)
• Introduction of Onboarding Survey for new faculty and staff
Talent Development
Current Projects

Performance Management
- Manager role competency model developed and under focus group review
- Performance management pilot (UIT, Controller’s Office)

Training & Development
- Professional Development design and delivery quality standards
- Training portal
- Learning paths
- Online learning library
- Crucial Conversations workshop

Career Development and Retention
- Departure (exit) survey
Building Blocks for Modern TM Technology

Training portal
Online learning library
Learning paths
Certificate programs
Communication

Update on Talent Management Initiative will be included in SP4.0 20 Action update this fall.

TM is a framework and resource for all academic and professional faculty as well as classified staff and student employees.

As TM projects result in enhanced services and programs, University Human Resources and Faculty Affairs will provide general announcements to the university community.

HR Strategic Partners will introduce, translate and in some cases customize services and programs within their assigned client groups as makes sense to college and unit leadership.
Questions ?
UPDATES TO TITLE IX

Becky Bangs
Director of Equal Opportunity Investigations

Carol Millie
Director of Student Conduct & Community Standards
Title IX of the Education Amendments of 1972 prohibits sex discrimination in any education program or activity.
New Title IX Regulations

- Released on May 6, 2020
- Implementation deadline of August 14, 2020
- Title IX Implementation Team
  - Office of Equal Opportunity and Access
  - Student Conduct and Community Standards
  - Employee and Labor Relations
  - Office of General Counsel
  - Office of Audit, Risk and Compliance
- Required updating OSU’s existing Sexual Misconduct Policy and Processes
- Resulted in a new, separate, Title IX Policy and Process
Key Changes

○ Federal Title IX parameters
  ○ New definition of “sexual harassment”
    ○ Higher “severe and pervasive and objectively offensive conduct” threshold
  ○ New jurisdictional parameters
  ○ Live hearings with cross-examination

○ OSU’s Sexual Misconduct and Discrimination Policy
  ○ Remains substantively unchanged
    ○ Broader definitions of sexual misconduct
    ○ Broader jurisdictional parameters
    ○ No live hearings
  ○ Responsible Employee Policy continues as OSU policy
Questions?